

## The nomination committee's recommendations to the annual general meeting in BEWI ASA on 1 June 2023

The nomination committee in BEWI ASA has the following composition:

- Liv Malvik, Chair
- Roar Husby

The nomination committee has held regular meetings since the previous general meeting.

During this period, the committee has assessed the board's work and composition based on the competence needs of BEWI ASA, the company's situation, opportunities, and challenges. The nomination committee has contacted and encouraged the largest shareholders to provide suggestions, if any, relating to the composition of the board, and has also been in dialogue with the respective board members of the company who are up for election this year.

The company has had a continued positive development overall in the last 12 months. The nomination committee considers that the current board of directors functions well as a collegium, and that the board has broad and relevant expertise and a good understanding of the company's strategic challenges and opportunities.

For the general meeting of BEWI ASA on 1 June 2023, the nomination committee presents the following recommendations:

### 1. Election of members to the board of directors

The nomination committee recommends the re-election of the board members who are up for election in 2023. In addition, the nomination committee recommends that an additional board member be elected to the board of directors of the company. Thus, the nomination committee nominates Pernille Christensen as new board member.

Pernille Christensen was born in 1966 and has a degree in Business and Economics from the Norwegian School of Economics (NHH) with specialization in finance and financing control. Christensen has a varied and diverse background and has held various positions within the financial sector, including in the Alfred Berg funds, DnB Markets and Vesta. When Christensen started as investment director at Kverva AS during the autumn of 2021, she also had more than 25 years of experience from Carnegie Kapitalforvaltning, both as portfolio manager and investment director. Christensen possesses experience and expertise which, in the opinion of the nomination committee, will contribute well to the board of BEWI ASA.

The composition of the board of directors will then be as follows:

Name	Position	New member/re-election	Period
Gunnar Syvertsen	Chair of the board	Not up for election	2024
Anne-Lise Aukner	Board member	Not up for election	2024
Kristina Schauman	Board member	Not up for election	2024
Andreas Akselsen	Board member	Re-election	2025
Rik Dobbelaere	Board member	Re-election	2025
Pernille Christensen	Board member	New	2025

In accordance with the company's articles of association, the board members may be elected for up to two years.

Information about the board members can be found on the company's website (see [www.bewi.com](http://www.bewi.com)). In addition, the board members' competences are described in the company's annual report.

## **2. Election of members to the nomination committee**

Both members of the current nomination committee have been elected for the period up until BEWI's annual general meeting in 2024 and are therefore not up for election. On the basis hereof, there are no proposed changes to the committee's composition.

## **3. Proposed remuneration to the members of the board of directors and committees**

On Monday 17 April 2023, the nomination committee in BEWI ASA held a meeting to stipulate the remuneration to the board of directors, the audit committee, the remuneration committee, and the nomination committee in BEWI ASA for the board period 2023/2024.

Basis: The general wage growth in Norway the last 2 years.

The nomination committee's proposal for new remuneration is as follows (remunerations for the previous period in parenthesis):

Board of directors	Chair:	NOK 570,000 (540,000)
	Other members:	NOK 310,000 (295,000)
Audit committee	Chair:	NOK 85,000 (80,000)
	Other members:	NOK 56,500 (53,750)
Remuneration committee	Chair:	NOK 28,500 (27,000)
	Other members:	NOK 22,750 (21,500)
Nomination committee	Chair:	NOK 45,250 (43,000)
	Other members:	NOK 31,000 (29,500)

Trondheim, 5 May 2023,



Liv Malvik (Chair)